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Labor Relations in Maine 1990

Maine Department of Labor

Maine Bureau of Labor Standards

Maine Research and Statistics Division

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LABOR RELATIONS

IN MAINE, 1990

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In 1990, there were 25 major contracts negotiated in Maine covering a total of nearly 13,000 workers. A major contract agreement is defined as one which covers at least 100 workers. There were 67 major contracts in effect during the year, involving more than 36,300 workers. One of the agreements was an extension of a contract scheduled to expire in 1990, and two are still being negotiated.

The average wage increase of the new agreements was 2.5 percent for calendar year 1990. The average wage increase over the life of the contracts was 2.9 percent. This is a decrease from contracts negotiated in 1989. The average increase for new agreements in 1989 was 3.2 percent. Wage increases from the earlier contracts averaged 3.1 percent for 1990 and an average of 2.5 percent over the life of the contract.

The number of new agreements with no significant change in wages increased sharply over 1989. In 1989 there were two "no change" agreements; this year, eight were signed. Combined with three similar contracts from earlier years, there were 11 "no change" contracts in effect, covering approximately 6,330 members. Five contracts contained bonuses. Four of the bonuses were for a fixed dollar amount, ranging from \$325 to \$1,000 (average \$850.00). One bonus was based on a percentage of earned income or a fixed dollar amount. One contract had a decrease in wages.

Three major industry groups negotiated more than two contracts each. The most activity was in heavy construction with seven contracts involving 3,134 workers. Paper had six contracts covering 6,225 workers. Lumber and wood products had three contracts covering 564 workers.

Preliminary information for 1991 indicates that bargaining activity will be about average. There are 35 contracts scheduled for renewal, involving over 18,000 workers. The paper and construction industries combined have 18 contracts, involving over 7,200 workers.

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Wage Adjustments in Major Collective Bargaining Agreements
in Private Industries, Maine, 1990

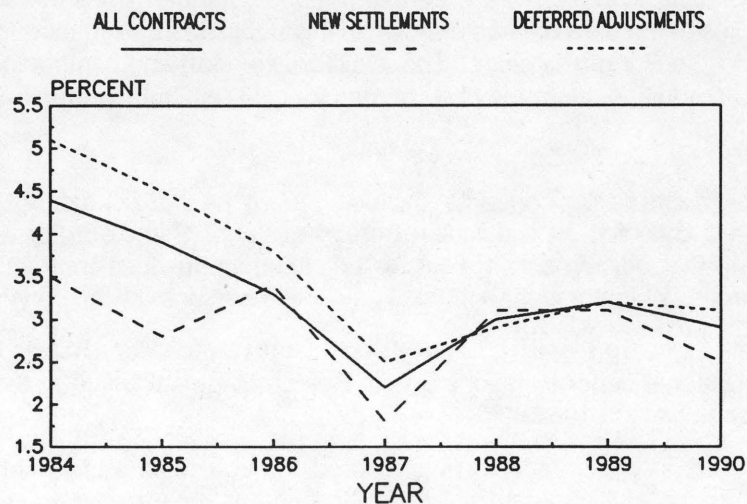
	<u>Number</u>	<u>Average 1990 Adjustments</u>	<u>Average Over Life of Contract</u>	<u>1990 Median Adjustment</u>	<u>Estimated Workers Covered</u>
All Contracts	67	2.9%	2.7%	3.0%	36,366
New Settlements	25	2.5	2.9	2.5	12,978
Deferred Adjustments	42	3.1	2.5	3.0	23,388

	<u>All Contracts</u>		<u>New Settlements</u>		<u>Deferred Adjustments</u>	
	<u>Number</u>	<u>Workers</u>	<u>Number</u>	<u>Workers</u>	<u>Number</u>	<u>Workers</u>
All Contracts	67	36,366	25	12,978	42	23,388
Decrease	1	300	1	300	0	0
No Change	11	6,330	8	5,178	3	1,152
(Bonuses)	(4)	(3,115)	(4)	(3,115)	0	0
Increase Under 2 Percent	1	1,560	0	0	1	1,560
2 to Under 3 Percent	20	15,422	5	2,548	15	12,874
3 to Under 4 Percent	10	2,341	2	241	8	2,100
(Bonuses)	(1)	(125)	(1)	(125)	0	0
4 to Under 5 Percent	13	5,669	5	2,589	8	3,080
5 Percent or More	9	4,213	4	2,122	5	2,091
Still in Negotiations	2	531	0	0	2	531

Major Collective Bargaining Agreements
Negotiated 1990 and Scheduled 1991
By Industry

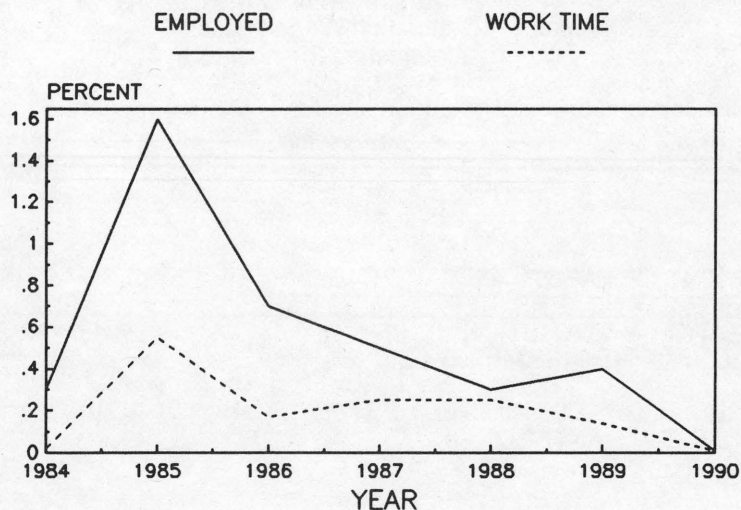
	<u>Negotiated 1990</u>			<u>Scheduled 1991</u>	
	<u>Number</u>	<u>Average Adjustments</u>	<u>Workers</u>	<u>Number</u>	<u>Workers</u>
All Contracts	25	2.5%	12,978	35	18,182
Construction	7	2.1	3,134	9	3,904
Manufacturing	15	2.3	8,906	25	14,047
Food	0	0	0	2	525
Textiles	2	1.8	343	2	336
Apparel	2	2.6	938	2	938
Lumber & Wood	3	1.0	564	6	1,174
Paper	6	1.4	6,225	9	3,377
Other	2	3.4	836	4	7,697
Other Industry Divisions	3	7.2	938	1	231

WAGE ADJUSTMENTS IN MAJOR COLLECTIVE BARGAINING AGREEMENTS, PRIVATE SECTOR, MAINE, 1984-1990



In 1990 there was one work stoppage in effect. The stoppage involved three (3) workers and resulted in an estimated 177 idle workdays. The only reason given for the stoppage was failure to reach an agreement on contract terms.

PRIVATE SECTOR WORK STOPPAGES AS A PERCENTAGE OF EMPLOYMENT AFFECTED AND WORK TIME LOST, MAINE, 1984-1990



There were eight National Labor Relations Board certification elections in 1990, which involved 358 workers (less than 0.01 percent of the private sector work force). The union won and was certified in five cases. There were two decertification elections held, and the unions lost in both cases.

NATIONAL LABOR RELATIONS BOARD
Union Certification Elections Closed
Maine, 1986-1990

Year	All Elections			Elections Won					Elections Lost				
	Number	Eligible to Vote	Total Votes	Number	Eligible to Vote	Total Votes	Votes For	Votes Against	Number	Eligible to Vote	Total Votes	Votes For	Votes Against
1986	12	1,008	927	7	245	236	164	68+	5	763	691	245	444+
1987	15	830	689	8	262	257	149	108	7	568	398	124	274
1988	8	200	181	4	165	146	91	55	4	35	35	9	24+
1989	6	6,964	5,868	4	6,859	5,768	3,320	2,448*	2	105	100	45	55
1990	8	358	343	5	180	176	132	44**	3	178	167	37	130

*2,307 voted for an Independent union and 85 voted against both unions. **18 voted for another union and includes 1 challenged and 2 void ballots.
+Challenged ballots account for the differences in the totals.

NATIONAL LABOR RELATIONS BOARD
Decertification Elections Closed
Maine, 1986-1990

Year	All Elections			Elections Won					Elections Lost				
	Number	Eligible to Vote	Total Votes	Number	Eligible to Vote	Total Votes	Votes For	Votes Against	Number	Eligible to Vote	Total Votes	Votes For	Votes Against
1986	-	-	-	-	-	-	-	-	-	-	-	-	-
1987	1	-	-	-	-	-	-	-	-	-	-	-	-
1988	7	329	317	3	179	177	103	72+	4	150	140	60	80
1989	2	37	37	0	0	0	0	0	2	37	37	11	23+
1990	2	101	83	0	0	0	0	0	2	101	83	35	48

- data not available.

1. Includes voluntary withdrawal by one union.

+Challenged ballots account for the differences in the totals.

WORK STOPPAGES
All Private Sector Industries by Year
Maine, 1986-1990

Year	Stoppages			Workers Involved			Worker Days Idle, Stoppages in Effect During Year		
	Beginning in Year		In Effect During Year	Beginning in Year		Percent of Total Employed	Percent of Work Time		
	Number	Average Duration ¹		in Year	During Year		Number	Me	
1986	5	54	5	2,528	2,528	0.7%	172,667	.17%	.05%
1987	5	56	5	1,935	1,935	0.5	264,627	.25	.02
1988	2	15	4	39	1,440	0.3	274,851	.25	.02
1989	5	44	5	1,650	1,650	0.4	162,597	.14	.07
1990	1	59	1	3	3	*	177	*	.02

*Less than 0.01 percent.

1. As of end of year.

2. Work Time is estimated by multiplying the employment by 365.

Union and association membership had its first increase in 1990 since it peaked at 83,011 members in 1987. Membership in 1990 was 81,395, an increase of 1,301 (1.6 percent) from the 1989 figure of 80,634. There was a decrease of 1,290 members (4.0 percent) among unions primarily covering the public sector. Unions which primarily cover the private sector, however, increased by 2,502 members (5.0 percent). Women comprise about 30 percent of the overall union membership, with 53.0 percent of them belonging to unions which cover state and local government.

The percentage of the work force represented by organized labor increased from 14.5 percent to 14.9 percent, due to the increase in union membership combined with a 1.0 percent reduction in employment in Maine. The rate for private industry union membership experienced an increase from 9.7 percent to 10.4 percent. The public sector rate experienced a decrease due to employment growth outpacing the increase in membership.

Union Membership
All Workers, by Year,
Maine, 1986-1990

Year	Total Membership	AFL-CIO Unions		Non-Affiliated Unions		Percent of Labor Force Organized	Percent of Employment Organized
		Number	Percent	Number	Percent		
1986	80,848	49,439	61.2%	31,409	38.8%	14.4%	15.2%
1987	83,011	48,810	58.8	34,201	41.2	14.3	14.9
1988	81,363	51,430	63.2	29,933	36.8	13.6	14.2
1989	80,634	50,688	62.9	29,958	37.1	13.1	13.7
1990	81,935	51,358	62.7	30,577	37.3	12.9	15.3

Union Membership
Non-Federal Workers, by Year,
and Ownership,
Maine, 1986-1990

Year	Total Non-Federal Employment			Private Industry Employment			State & Local Government Employment		
	Members	(Thousands)	Percent	Members	(Thousands)	Percent	Members	(Thousands)	Percent
1986	77,103	454.1	17.0%	46,558	385.6	12.1%	30,545	68.5	44.6%
1987	79,282	479.7	16.5	48,045	408.9	11.7	31,237	70.8	44.1
1988	76,600	501.9	15.3	44,685	429.8	10.4	31,915	72.1	44.3
1989	75,658	522.7	14.5	43,363	447.8	9.7	32,295	74.9	43.1
1990	76,870	517.6	14.9	45,865	441.3	10.4	31,005	76.3	40.6

Union Membership
All Workers, by Sex,
Maine, 1990

	Total		Federal		State & Local		Private Sector	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	81,935	100.0%	5,065	100.0%	31,005	100.0%	45,865*	100.0%
Male	57,075	69.7**	4,185	82.6	14,547	47.0	38,343	83.6**
Female	24,686	30.1**	880	17.4	16,458	53.0	7,348	16.0**

* 174 not broken down by gender.

** Will not equal 100% due to the 174 not broken down by gender.

Special Studies

The Research and Statistics Division of the Bureau of Labor Standards has the ability to produce special tabulations and studies of the data elements shown in this publication. Requests for special studies should be made in writing to the Bureau Director. The availability of staff and computer resources may limit the Bureau's response. In addition, there may be charges for cost reimbursement.

Technical Notes

Wage Adjustments: Private sector contracts, excluding maritime and railroad agreements, covering more than 100 workers, are collected by the Maine Bureau of Labor Standards for administrative as well as statistical purposes. Wage adjustments are calculated based on previous contracts and/or wage and hour data from other sources. Wage adjustment data is available beginning with the year 1983.

National Labor Relations Board Elections: Results and details on elections held in Maine are transmitted to the Bureau by the National Labor Relations Board, Boston Regional Office at the close of each quarter. Data in this series goes back to 1962.

Work Stoppages: Work stoppage activity is monitored through reports to the Maine Bureau of Employment Security and to the U.S. Bureau of Labor Statistics as well as the media and other secondary sources. Information is verified by direct contact with union and/or management representatives. Data from this series is available back through 1959.

Union Membership: Membership data is collected through the Survey of Labor Organizations, which includes information on union and local officials, elections, employers having agreements, and membership. Some of this information is also published in the Directory of Maine Labor Organizations. This information is available beginning with calendar year 1978.

Employment Data: Employment data is received from the Maine Bureau of Employment Security, Division of Economic Analysis and Research. This information is used to estimate the employment figures in this publication. Any errors in calculation or use are the responsibility of the Bureau of Labor Standards.

Other Annual Publications Available

Census of Maine Manufactures
Characteristics of Work-Related Injuries & Illnesses in Maine
Directory of Maine Labor Organizations
Maine Construction Wage Rates
Occupational Injuries & Illnesses in Maine

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